

# Little Monsters Childcare

38 Elmgrove Road East, Hardwicke, Gloucestershire, GL2 4PY



## Inspection date

15 March 2018

Previous inspection date

28 March 2017

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- The provider does not keep a log of complaints and their outcomes. Her complaints policy does not effectively explain the procedure to raise a complaint or inform parents about how soon they can expect a response.
- Although the provider carries out necessary checks on new staff, such as obtaining a criminal records check, she fails to keep a record of the vetting processes that have been completed to determine the suitability of staff, such as references.
- Staff do not regularly complete training that will improve the care provided to children and ensure their safety. For example, some staff have not had safeguarding training for a significant period of time, and as a result, their safeguarding knowledge is very basic.
- The provider does not make enough use of information gathered from tracking children's progress to help her understand how well groups of children are progressing.

### It has the following strengths

- Parents are extremely complimentary about the staff and the progress their children make in their learning. They have a good relationship with the provider and staff which results in effective communication to ensure children make the progress they are capable of.
- Staff are kind and nurturing towards the children. They manage children's behaviour well by praising good behaviour and explaining unwanted behaviour.
- Staff use their skills and knowledge of children's interests to set out activities which help children make good progress in their learning.

## What the setting needs to do to improve further

### To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ maintain a written record of any complaints and their outcomes	06/04/2018
■ ensure information about vetting processes to establish staff suitability is recorded, in particular, information about references	06/04/2018
■ support staff to keep their knowledge up to date to ensure that children receive the best possible care and are safeguarded.	06/04/2018

### To further improve the quality of the early years provision the provider should:

- make more effective use of the information gathered about children's progress in order to ensure no individual or groups of children are being left behind.

## Inspection activities

- The inspector spent time observing children at play in all areas of the nursery.
- The inspector met with the owner and discussed how the nursery is led and managed.
- The inspector carried out a joint observation with the nursery manager.
- The inspector looked at a range of documentation, including policies, records of the progress children have made, the setting's self-evaluation and improvement plan and evidence of suitability of staff working in the nursery.
- The inspector spoke with parents, children and staff.

**Inspector**  
Champa Miah

## Inspection findings

### Effectiveness of the leadership and management requires improvement

The provider is aware of safer recruitment procedures and she ensures appropriate checks are completed when recruiting new staff. However, she fails to record important information to demonstrate how she has determined the suitability of staff. For example, some recruitment folders do not demonstrate how the individual's suitability was assessed. As a result, the provider is unable to demonstrate all staff are suitable. Safeguarding is effective. Although staff do not receive regular training to keep their safeguarding knowledge up to date, they have sufficient knowledge to safeguard children. They are able to identify signs and symptoms of abuse and the procedure to follow if they have concerns about a child.

### Quality of teaching, learning and assessment is good

Staff know the children and their interests well. They accurately identify areas of development and skilfully arrange the play environment to support children in their learning. For example, children who like messy play make progress in mathematical skills as staff provide them with a water bead activity to learn about different amounts and sizes. Staff have effective two way communication with parents. They talk to parents about the child's home life and also provide parents with suggestions to help progress children's learning at home. For example, parents whose children have speech delay are encouraged to play games which encourage the use of particular sounds. This helps children to progress well.

### Personal development, behaviour and welfare require improvement

Children's welfare is not fully assured due to weaknesses in the records the provider keeps when staff are recruited. Nonetheless children enjoy being at the setting and have strong attachments to the staff. They play nicely together and staff teach them good manners, such as sharing and being kind. Children learn about the local community and take part in activities such as singing carols to the elderly at Christmas and delivering food parcels. Babies develop well and explore the different resources with confidence when they are in small groups as well as when they are around older children.

### Outcomes for children are good

Children form good relationships with staff enabling them to settle quickly on arrival. They make good progress in their learning. They are interested and engaged in the wide range of activities on offer and develop the skills needed for the next stage in their learning. Staff have a good focus on preparing older children for school. Children are encouraged to put on their own coats and use the toilet independently. They learn to follow instructions and feel satisfaction when they are given responsibility to complete meaningful tasks such as tidying up an area of the room. Babies develop well and explore the different resources with confidence when they are in small groups as well as when they are around older children.

## Setting details

<b>Unique reference number</b>	EY535834
<b>Local authority</b>	Gloucestershire
<b>Inspection number</b>	1122022
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	40
<b>Number of children on roll</b>	40
<b>Name of registered person</b>	Christine Ann Watkins
<b>Registered person unique reference number</b>	RP910717
<b>Date of previous inspection</b>	28 March 2017
<b>Telephone number</b>	07502206109

Little Monsters Childcare registered in 2016. The setting is located in the Hardwicke area of Gloucester. The setting offers care from 7.30am to 6pm, Monday to Thursday and 7.30am to 5pm on Friday, for 51 weeks of the year. The setting employs ten staff, all of which hold relevant childcare qualifications. Of these, one staff holds a qualification at Level 4, five staff hold qualifications at level 3 and four staff hold qualifications at level 2. The owner holds a relevant childcare qualification at level 5. The pre-school is in receipt of funding for the provision of free early education for children aged two, three and four years.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our website for news, information and updates at [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2018

